



Town Administrator's Office

343 Highland Road, Tiverton, Rhode Island 02878 (401) 625-6710

Memorandum

Date: August 18, 2021

To: Town Council

From: Christopher Cotta

RE: Extension of Employment Contract for an additional three year period (8/8/21-8/7/24) beyond initial contract (8/8/18-8/7/21) and Fiscal Impact Statement for first year (8/8/21-8/7/22) of extended contract for Richard Rogers, DPW Director.

Director Rogers has completed his third year of the initial employment contract with the Town on August 7, 2021. I am recommending approval of a three year contract extension. The first year (8/8/21 to 8/7/22) will provide a salary increase of 2% as noted in the fiscal impact portion of this document below. A confidential evaluation of that performance has been forwarded in conjunction with this request. I request that the Council approve a 2% increase in salary, from the current \$88,434 to \$90,203 for the period 8/8/2020 to 8/7/2021.

The fiscal impact of the pay increase for the period 8/8/2021 to 8/7/2022 is as follows:

	Current	Proposed
Base Salary	\$90,203.00	\$92,007.00
FICA 7.65%	\$ 6,900.53	\$ 7,038.54
MERS/TIAA 3.11/1.0	\$ 3,707.34	\$ 3,781.49
Health Insurance (family)	\$15,289.00	\$15,518.34
Employer Share of HSA	\$ 3,000.00	\$ 3,000.00
HSA Management Fee	\$ 45.00	\$ 45.00
Life and AD&D Insurance (100,000) Coverage	\$ 538.00	\$ 538.00
Dental Insurance	\$ 786.00	\$ 786.00
TOTAL	\$120,468.87	\$122,714.37

Health increased by 1.5% year to year 2021 to 2022